



ARTICLE 3: *Best interests of the child*

ARTICLE 19: *Protections from violence, abuse and neglect*

ARTICLE 28: *Right to an education*

KNOX ACADEMY

PROMOTING POSITIVE RELATIONSHIPS: ADDRESSING BULLYING BEHAVIOURS

“Knox Academy strives to be inclusive by welcoming all, celebrating difference and endeavouring to ensure all members of our community are supported to reach their full potential”.

Knox Academy, Inclusion Statement

To live up to our stated commitment to inclusion and core values of ambition, respect and community, Knox Academy is committed to creating a safe and respectful learning environment by promoting positive relationships across the whole school community.

DEFINITION OF BULLYING

East Lothian Council defines bullying as behaviours that can cause people to feel hurt, threatened or left out. Prejudice-based bullying is when this behaviour is focused on any personal characteristic relating to the young person’s identify or circumstances e.g. gender, race, disability or sexuality.

Online or cyber bullying is when bullying behaviour takes place online usually through social media or gaming platforms.

COMMITMENTS and RESPONSIBILITIES

To address bullying behaviour and promote positive relationships Knox Academy will

- Promote an ethos where bullying behaviour is not tolerated, pupil are empowered to report concerns and staff model appropriate behaviour.
- Record, monitor and analyse reported incidents of bullying behaviour.
- Deal promptly and sensitively with reported incidents in line with East Lothian Council Policy, and include parents/carers where appropriate.

Parents and carers will

- Promote and model positive social skills.
- Take responsibility for the online activities of the children in their care.
- Communicate concerns to relevant staff.

Pupils will

- Treat others with respect and kindness.
- Challenge, where appropriate, bullying behaviours.
- Report any incidents they see or are involved in.
- Be honest when supporting staff to resolve any issues.

MANAGING INCIDENTS

Incidents of reported bullying behaviour will be addressed as per East Lothian Council guidelines, summarised below.

STEP 1

- Alleged incidents should be reported to a member of staff.
- Where appropriate incidents will be dealt with there and then by the member of staff.
- Details will be recorded and logged.

NB all reported incidents will be taken seriously.

STEP 2

- Where the incidents needs to be referred on the member of staff will share the details of the incident with the relevant member of the the school leadership team.
- Further investigation will be carried out.
- A decision will be made as to whether an incident of bullying has taken place.
- Parents/carers will be informed if appropriate.

STEP 3

- Where bullying has been found to have taken place a decision as to next steps will be made, which will include
 - ❖ The nature of support for those on the receiving end of bullying behaviour.
 - ❖ Consideration of appropriate interventions for those displaying bullying behaviours in line with the school's approach to promoting positive relationships.

STEP 4

- All incidents of bullying behaviour will be recorded and this information used to identify patterns of behaviour or issues relating to equality in order to inform school improvement.

If any of the parties involved are unhappy with the outcome they have the right to request that further consideration is given, and may, ultimately make use of East Lothian Council's complaints procedure.

USEFUL LINKS

- East Lothian Council – Anti-Bullying Policy
[East Lothian Council Respect for All Policy – November 2020](#)
- Respect Me - Scotland's anti-bullying service
[Respect Me - Scotland's anti-bullying Service](#)
- Childline - Cyberbullying: Information and Advice
[Childline - Cyberbullying: Information and Advice](#)